

# Comparisons of Job Characteristics

**Focus Occupation: Lodging Managers (11-9081)**

**Associated Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

|    |  |
|----|--|
| << | Focus occupation element is much lower             |
| <  | Focus occupation element is lower                  |
| 0  | Focus occupation element is at a similar level     |
| >  | Focus occupation element is at a higher level      |
| >> | Focus occupation element is at a much higher level |

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 52

**Focus Occupation: Lodging Managers (11-9081)**

**Associated Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating |    | Evaluation of Focus Occupation                         |
|--|---------------------------------|--------------------------------|---------------------------|----|--|
| Psychology                                     | 6.4                             | 17.3                           | 6.1                       | << | Extensive education and/or training may be required    |
| Education and Training                         | 9.2                             | 17.1                           | 10.6                      | << | Extensive education and/or training may be required    |
| Administration and Management                  | 8.4                             | 14.5                           | 16.5                      | >  | Current knowledge level is likely sufficient           |
| Therapy and Counseling                         | 3.8                             | 13.6                           | 4.1                       | << | Extensive education and/or training may be required    |
| Public Safety and Security                     | 6.9                             | 12.3                           | 9.9                       | <  | Expanded education and/or training may be required     |
| Personnel and Human Resources                  | 5.6                             | 10.0                           | 13.3                      | >> | Current knowledge level is likely more than sufficient |
| Economics and Accounting                       | 4.4                             | 8.1                            | 10.6                      | >> | Current knowledge level is likely more than sufficient |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 86

**Focus Occupation: Lodging Managers (11-9081)**

**Associated Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating |   | Evaluation of Focus Occupation        |
|---|---------------------------------|--------------------------------|---------------------------|---|---------------------------------------|
| Social Perceptiveness                       | 9.1                             | 12.1                           | 12.9                      | 0 | Current skill level may be sufficient |
| Time Management                             | 8.9                             | 11.8                           | 13.3                      | > | Skill level is likely sufficient      |
| Coordination                                | 9.1                             | 11.6                           | 14.1                      | > | Skill level is likely sufficient      |
| Management of Personnel Resources           | 6.9                             | 11.0                           | 13.7                      | > | Skill level is likely sufficient      |

|                     |     |      |      |    |  |
|---------------------|-----|------|------|----|--|
| Service Orientation | 7.9 | 10.7 | 13.6 | >> | Skill level is likely more than sufficient |
| Persuasion          | 7.4 | 9.8  | 11.8 | >  | Skill level is likely sufficient           |
| Negotiation         | 6.8 | 9.0  | 11.8 | >> | Skill level is likely more than sufficient |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Abilities   |                                 | Similarity of Focus Occupation to Associated Occupation: 89 |                           |                                |  |
|---|---------------------------------|---|---------------------------|--------------------------------|--|
| Focus Occupation: Lodging Managers (11-9081)  |                                 |   |                           |                                |  |
| Associated Occupation: First-Line Supervisors of Personal Service Workers (39-1021) |                                 |   |                           |                                |  |
| Associated Occupation's Key Abilities Elements                                      | Average Rating, All Occupations | Associated Occupation's Rating                              | Focus Occupation's Rating | Evaluation of Focus Occupation |  |
| Oral Expression   | 12.4                            | 14.4  | 14.9                      | 0                              | Current ability level may be sufficient              |
| Oral Comprehension  | 12.5                            | 13.7  | 14.4                      | 0                              | Current ability level may be sufficient              |
| Problem Sensitivity   | 11.1                            | 12.3  | 13.4                      | 0                              | Current ability level may be sufficient              |
| Written Expression  | 9.8                             | 11.4  | 13.2                      | >                              | Current ability level is likely sufficient           |
| Speech Clarity  | 10.2                            | 11.1  | 12.4                      | >                              | Current ability level is likely sufficient           |
| Speech Recognition  | 9.9                             | 10.7  | 14.0                      | >>                             | Current ability level is likely more than sufficient |
| Written Comprehension   | 11.0                            | 10.3  | 13.3                      | >>                             | Current ability level is likely more than sufficient |
| Time Sharing  | 6.6                             | 8.8   | 8.3                       | 0                              | Current ability level may be sufficient              |
| Trunk Strength  | 5.7                             | 7.7   | 5.0                       | <<                             | Extensive improvement in abilities may be required   |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Activities that Both Occupations Have in Common   |                         | Similarity of Focus Occupation to Associated Occupation: 82 |
|---|-------------------------|---|
| <b>Focus Occupation: Lodging Managers (11-9081)</b><br><b>Associated Occupation: First-Line Supervisors of Personal Service Workers (39-1021)</b> |                         |   |
| Work Activities   | Exclusivity of Activity |   |
| Answer customer or public inquiries   | 41                      |   |
| Assign work to staff or employees   | 30                      |   |
| Direct and coordinate activities of workers or staff  | 3                       |   |
| Explain rules, policies or regulations  | 48                      |   |
| Investigate customer complaints   | 67                      |   |
| Prepare or maintain employee records  | 69                      |   |
| Resolve customer or public complaints   | 54                      |   |
| Resolve personnel problems or grievances  | 68                      |   |
| Schedule employee work hours  | 60                      |   |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 88

**Focus Occupation: Lodging Managers (11-9081)**

**Associated Occupation: First-Line Supervisors of Personal Service Workers (39-1021)**

| Tools and Technologies   | Exclusivity |
|--|-------------|
| Computers  | 1           |
| Content authoring and editing software                           | 1           |
| Finance accounting and enterprise resource planning ERP software | 2           |
| Industry specific software                                       | 1           |
| Information exchange software                                    | 1           |
| Personal communication devices                                   | 2           |

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.